

## Total Compensation • Employee Benefits






### Exciting Career Opportunities

The Department of Children and Family Services has fulfilling career opportunities in a variety of public service positions including, but not limited to, **Child Protection Specialist, Child Welfare Specialist and Day Care Licensing Representative II**. The State of Illinois offers career growth potential regardless of your chosen career path.

### In demand employment opportunities Include:

- Information Services Specialist I, Options A, C, M
- Information Systems Analyst I, Options A, C, S, W
- Office Associate, Option 2
- Paralegal Assistant
- Reimbursement Officer I
- Public Service Administrator, Option 6

		Benefits
	<b>Work/Life Balance</b>	<ul style="list-style-type: none"> <li>• 10 days paid vacation</li> <li>• 3 days paid personal time</li> <li>• 13 paid holidays (14 paid holidays on even years)</li> <li>• Paid maternity/paternity leave</li> <li>• Flexible work schedules</li> </ul>
	<b>State Employee Retirement Plan</b>	<p>State employees are eligible for a pension benefit after completing a minimum of 10 years of service.</p> <ul style="list-style-type: none"> <li>• Monthly pension income at retirement</li> <li>• Survivor benefits (non-occupational death benefits, occupational death benefits)</li> </ul>
	<b>Deferred Compensation</b>	<p>All State of Illinois Employees are eligible to participate in the State Employees' Deferred Compensation Plan ("Plan"), an optional retirement savings account established under section 457 of the Internal Revenue Code. Participants have the option to make tax-deferred or Roth (after-tax) contributions through payroll deductions. Yearly contribution limits are designated by the IRS each year.</p> <p>To learn more about the Plan please visit <a href="https://www2.illinois.gov/cms/benefits/Deferred/Pages/DeferredCompensation.aspx">https://www2.illinois.gov/cms/benefits/Deferred/Pages/DeferredCompensation.aspx</a></p>
	<b>Upward Mobility Program</b>	<p>Designed to provide designated groups of state employees with career counseling and direct-paid educational and training opportunities that will permit employees to work toward advancement in selected career paths.</p>

		Benefits
	<b>Group Insurance Benefits</b>	<p>All State of Illinois employees hired to work at least 50% of a full-time work week and contributing to one of the five state retirement systems are eligible to participate in the State Employees Group Insurance Program (SEGIP). Unless otherwise noted, State Employee Group Insurance employee contributions are available as a pre-tax payroll deduction.</p> <ul style="list-style-type: none"> <li>• <b>Health Benefits:</b> Employees and their qualified dependent(s) may select a Health Maintenance Organization (HMO) plan, an Open Access Plan (OAP), a Preferred Provider Organization (PPO) plan or an IRS approved high deductible plan, the Consumer Driven Health Plan (CDHP). If no election is made within the enrollment period, new employees are enrolled in the PPO plan with no dependent(s).</li> <li>• <b>Vision Benefits:</b> Employees and dependents enrolled in state health benefits receive vision coverage at no cost.</li> <li>• <b>Dental Benefits:</b> Employees and dependents enrolled in state health benefits may select dental coverage.</li> <li>• <b>Life Insurance:</b> All group insurance-eligible employees are provided basic life insurance equal to their annual salary at no cost. Employees may also select optional life insurance at 1-8 times their basic life amount for an additional post-tax cost per \$1,000 of coverage, new employees may select up to four times their basic life amount with no underwriting. Accidental Death and Dismemberment (AD&amp;D), spouse life and child life (guaranteed issue) coverage are also available for an additional post-tax cost.</li> <li>• <b>Be Well Illinois:</b> Employees have access to this award-winning comprehensive wellness program to help state employees and retirees create and maintain an active lifestyle and gain easy access to mental health awareness materials and treatment, financial services, nutritional information and group and Individual exercise programs. These benefits, In addition to primary care visits, health screenings and immunizations like the flu shot, are offered at no cost to plan participants. Visit <a href="http://www.illinois.gov/BeWell">www.illinois.gov/BeWell</a> or connect on Facebook at <a href="https://www.facebook.com/BeWellIllinois">www.facebook.com/BeWellIllinois</a>.</li> </ul> <p>To learn more about State Employees Group Insurance Programs, please visit <a href="https://www2.illinois.gov/cms/benefits/Pages/default.aspx">https://www2.illinois.gov/cms/benefits/Pages/default.aspx</a></p>
	<b>Employee Assistance Program</b>	<p>All employees and their dependents are provided a free, voluntary and confidential program that provides problem identification, counseling and referral services for daily dilemmas and with help to cope with more difficult situations like stress, the loss of a loved one or substance abuse issues.</p>
	<b>Optional Pre-Tax Programs</b>	<ul style="list-style-type: none"> <li>• <b>Medical Care Assistance Program (MCAP)</b> is available to all members to use pre-tax contributions to pay for out-of-pocket medical expenses such as co-payments, co-insurance, deductibles and prescriptions. Please note: Families enrolled in an MCAP cannot enroll in an HSA.</li> <li>• <b>Health Savings Account (HSA)</b> is available only to members enrolled in the COHP to use pre-tax contributions to pay for out of pocket medical expenses such as co-payments, co-insurance, deductibles and prescriptions. Please note: Families enrolled in an HSA cannot enroll in an MCAP.</li> <li>• <b>Dependent Care Assistance Program (DCAP)</b> is available for employees with qualifying dependents to use pre-tax contributions to reimburse for eligible day care expenses.</li> <li>• <b>Commuter Savings Program (CSP)</b> is available for non-university employees to use pre-tax contributions to purchase or reimburse work-related transit or parking expenses.</li> </ul>



<http://dcfsjobs.illinois.gov/> • [www2.illinois.gov/DCFS](http://www2.illinois.gov/DCFS) • [DCFS.Employment@Illinois.gov](mailto:DCFS.Employment@Illinois.gov)

217.785.2586 or 312.814.1222

Illinois Department of  
**DCFS**  
 Children & Family Services

**SAFETY FIRST**  **SAFETY ALWAYS**